

DEPARTMENT OF PERSONNEL ADMINISTRATION

OFFICE OF THE DIRECTOR

1515 "S" STREET, NORTH BUILDING, SUITE 400
SACRAMENTO, CA 95814-7243

January 3, 2008

The Honorable Denise Ducheny
Chair, Joint Legislative Budget Committee
State Capitol, Room 5035
Sacramento, California 95814

Re: Bargaining Units 4 (Office and Allied), 17 (Registered Nurses), 20 (Medical and Social Services)—SEIU; and 16 (Physicians and Dentists)—UAPD

Addenda to Memoranda of Understanding—Fiscal over \$250,000

This is to advise you that on December 20, 2007, and December 21, 2007, five addenda to memoranda of understanding were agreed to by the Department of Personnel Administration and state Bargaining Units 4, 16, 17, and 20. These addenda will be incorporated into subsequent memoranda of understanding. The provisions of the addenda will be effective January 1, 2008, upon approval by the Legislature and upon ratification by the union membership.

These addenda pertain to medical professionals working in the Departments of Mental Health (DMH), Developmental Services (DDS), and Veterans' Affairs (DVA), and are intended to provide a degree of salary equity with salaries paid to medical professionals working in the Department of Corrections and Rehabilitation (CDCR) as a result of *Perez, Plata, and Coleman* court decisions.

All of the attached agreements share several common specifics:

- They are applicable to medical professionals at DMH, DDS, and DVA.
- As of January 1, 2008, the employees covered by the agreements will achieve increases to salary ranges to within 10 percent of salaries paid, as of the beginning of FY 2007/2008, to the same or similar employee classes at CDCR.
- As of January 1, 2009, the employees covered by the agreements will achieve increases to salary ranges to within 5 percent of salaries paid, as of the beginning of FY 2007/2008, to the same or similar employee classes at CDCR.
- These increases shall provide full compensation through June 30, 2010. Therefore, when contract negotiations take place in 2008 for new contracts for these bargaining units, the employee groups covered by these agreements will not be included in those negotiations.
- The increases shall be subject to prorated PERS-ability. Specifically, increases below 15 percent will be fully PERS-able; increases between 15-30 percent shall be PERS-able over two years; and increases above 30 percent shall be PERS-able over 3 years.

Bargaining Unit 4 (Office and Allied)

This agreement pertains to Health Records Technologists, which are the same as, or similar to, classes affected by the *Plata* court decisions.

Bargaining Unit 16 (Physicians and Dentists)

This agreement pertains to Dentists, which are the same as classes affected by the *Perez* court decisions. These employees received increases in 2007 to within 18 percent of the CDCR dentists; however, a subsequent agreement was necessary to provide parity with the increased salaries being provided to the other affected bargaining units.

Bargaining Unit 17 (Registered Nurses)

This agreement pertains to Registered Nurses, Surgical Nurses, Nurse Instructors, Health Services Specialists, Nurse Consultants, Public Health Nurses, and Nurse Practitioners, which are the same as, or similar to, classes affected by the *Plata* court decisions.

Bargaining Unit 20 (Medical and Social Services)

There are 2 agreements for this bargaining unit.

One agreement pertains to Pharmacy Technologists, Radiological Technicians, and Licensed Vocational Nurses, which are the same as, or similar to, classes affected by the *Plata* court decisions.

The second agreement pertains to Dental Assistants and Hygienists, which are the same as, or similar to, classes affected by the *Perez* court decisions.

If you have any questions regarding this addendum, please contact Pamela Schneider, Legislative Coordinator, at 327-2348.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Gilb', with a stylized flourish at the end.

David A. Gilb
Director

Attachments

cc: Members	Bob Franzoia, Staff Director
Joint Legislative Budget Committee	Senate Appropriations Com.
Elizabeth Hill, Legislative Analyst	Maureen Ortiz, Consultant
LAO	Senate Appropriations Com.
Jason Dickerson, Consultant	Geoff Long, Chief Consultant
Office of the Legislative Analyst	Assembly Appropriations Com.
Jody Martin, Principal Consultant	Brad Williams, Consultant
Joint Legislative Budget Committee	Assembly Appropriations Com.
Diane Ducay, Program Budget Manager	Suzanne Sutton, Consultant
Department of Finance	Senate Republican Caucus
Michael Prosio, Deputy Legislative Secretary	Terry Mast, Chief Consultant
Governor Schwarzenegger	Assembly Republican Caucus
Dianne Cummins, Chief Fiscal Policy Advisor	David Felderstein, Consultant
Office of the Pro Tem	Senate PE&R Committee
Charles Wright, Chief Consultant	Karon Green, Chief Consultant
Office of the Pro Tem	Assembly PERS&S Committee
Craig Cornet, Budget Director	Alene Shimazu, Fiscal Manager
Office of the Speaker	Office of Financial Management
Greg Campbell, Chief Consultant	DPA
Office of the Speaker	Jacquelyn Cervantes, LRO
Seren Taylor, Staff Director	DPA
Senate Republican Fiscal Office	Patrick Gage, LRO
Chantele Denny, Consultant	DPA
Senate Republican Fiscal Office	
Peter Schaafsma, Staff Director	
Assembly Republican Fiscal	
Anthony Archie, Consultant	
Assembly Republican Fiscal Office	
Daniel Alvarez, Staff Director	
Senate Budget Committee	
Brian Annis, Consultant	
Senate Budget Committee	
Adam Dondro, Staff Director	
Assembly Budget Committee	

**AGREEMENT REACHED ON DECEMBER 21, 2007
BETWEEN THE DEPARTMENT OF PERSONNEL ADMINISTRATION AND
UNION OF AMERICAN PHYSICIANS AND DENTISTS (UAPD)
CONCERNING
RAISES FOR DDS, DMH, DVA DENTISTS (PEREZ EQUITY)**

Salary

This agreement amends the current agreement between the State and the UAPD and supersedes previous salary language outlined in Article 10, Section 10.4 (a), (c) and (d) of the BU 16 MOU. It is agreed that the State will extend the schedule of pay proposed for Perez equity Dentists (as indicated in the attached salary chart) to the Department of Mental Health, Department of Developmental Services, and Department of Veterans Affairs employees. The salary range change shall be effective January 1, 2008, and January 1, 2009 as outlined in the attached chart.

The salary increases provided in this agreement are full compensation (per Article 10, Section 10.4 (a), (c) and (d) of the BU 16 MOU) thru June 30, 2010.

Following the initial January 1, 2008 placement, employees will move through the salary ranges based on current MSA rules.

Retirement Contributions

These salary increases will be subject to retirement contributions for both the State and the affected employees, as follows:

- Salary increases below 15% shall be fully PERSable.
- Salary increases between 15% - 30% shall be implemented in stages over a two-year period.
- Salary increases above 30% shall be implemented in stages over a three-year period.

Ratification

This agreement will be effective when all of the following are met:

- The tentative agreement is approved by the Legislature
- The expenditure of funds is approved by the Legislature
- The agreement is ratified by UAPD represented DMH, DDS, DVA Unit 16 eligible employees

STATE

Jacques Carrots
[Signature]

Juanita Rios
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[Signature]
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UAPD

[Signature]
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[Signature]

[Signature] DDS

Department of Personnel Administration
Unit 16 UAPD
Perez Equity with salary max on 1-1-08 and salary max on 1-1-09

[illegible]